

STRATEGIC GOALS REPORT TO DIVERSITY COUNCIL

November 12, 2009

Charge/Assignment:

During the October 8 Diversity Council meeting there was discussion on the future direction of the Council. Reggie Jackson and Alba Perez volunteered to organize the strategic planning action items and share with the Council during the November meeting. See Item VI, C, 1 & 3 of Diversity Council Minutes: 10/08/2009:

- 1. Alba Perez stated the importance of creating a mission statement.*
- 2. Reggie Jackson and Alba Perez will get together to group the strategic goals/action items and decide who could work on certain tasks.*

1. Importance of creating a mission statement. (Added as item #25 to the list of Diversity Council Strategic Goals).

A. Mission Statement:

- It upholds the State's Diversity values
- It assists in keeping track of accomplishments.
- It helps in keeping focus (for leaders, employees, and Iowans).
- It reminds everyone of their diversity goals and purpose.
- It inspires guides and motivates.

B. Executive Order Four provides

WHEREAS, it is a goal of this administration to achieve and maintain a diverse workforce in state government.

WHEREAS, a "diverse workforce" includes employees with differences in age, race, creed, color, sex, sexual orientation, gender identity, national origin, religion or disability; and

WHEREAS, it is a further goal of this administration to raise awareness of diversity issues among state employees;

WHEREAS, the hiring practices of the executive branch and their effect on the state's workforce have been the subject of recent study and administrative review; and

WHEREAS, Iowa Code section 19B.2 provides that it is the policy of this state to provide equal opportunity in employment to all persons, and to apply affirmative action measures to correct deficiencies in the state employment system where those remedies are appropriate; and.....

C. Proposed Mission Statement for the State of Iowa:

State of Iowa Diversity Mission

To create and support a culture of inclusion in all areas and branches of State government that reflect the growing and changing face of Iowa by adopting programs, policies and legislation that assures a diverse and innovative body of public servants.

*The State's definition of Diversity includes, age, race, creed, color, sex, sexual orientation, gender identity, national origin, religion and disability.

2. Reggie Jackson and Alba Perez to group the strategic goals/action items and recommend to the Council which subcommittee to be assigned certain tasks.

A. Item # 24 added to the list of Diversity Council Strategic Goals. This item is the Chart reflecting the accomplishments of the Council. This will keep the Council's accomplishments visible and available to the Council and all state employees.

B. *Top 5 Priorities identified during discussion of Diversity Goals:*

1. *Training*
2. *Accountability*
3. *Diversity Plans*
4. *Communicating with the Public*
5. *Organization of the Council.*

1- TRAINING	
Continue diversity training and encourage individual departments to do more on their own to promote diversity.	
Strategic Goals	Responsibility of:
<p>13- Continue to champion training for all managers and supervisors.</p> <p>15- Managers should communicate with employees regarding diversity in team meetings.</p> <p>23- The issue of how to include diversity needs to be a major part of any planning of activities, training, legislation, programs, and services to be offered or implemented.</p>	Diversity Training Sub Committee
2- ACCOUNTABILITY	
Determine how to make departments accountable for diversity and decide what data and measures should be used to determine outcomes.	
<p>5- Require Chief of Staff to be a member of the Diversity Council.</p> <p>6- Require Chief of Staff to include a diversity initiative or topic as part of its regular directors' meeting to ensure that the Governor's leadership on diversity becomes a Core Value.</p> <p>8- Require all agency directors and/or hiring decision-makers to take the <i>Implicit Association Test</i> and utilize the data/results to assist in objectively, effectively and accurately defining any problems and solutions.</p> <p>9- Require directors to implement one Best Practice in 2010. Diversity Council will submit a summary of Best Practice Information as examples for directors' consideration.</p> <p>19- Survey new employees after six months about their work experience.</p> <p>20- The State must promote an atmosphere and culture that accepts and stresses "diversity as a strength and asset" for our state government. This could be displayed on posters, speeches, slogans, letterheads, advertisements, and celebrations/festivals.</p> <p>22- The issue of how to include diversity needs to be a major part of any planning of activities, training, legislation, programs, and services to be offered or implemented.</p> <p>24- Maintain and make visible the accomplishments of the Council's work. (Diversity Council Recommendations report chart).</p>	Referral Systems Sub Committee

3- DIVERSITY PLANS Work with departments to increase the quality of their annual Diversity Plans and encourage directors to be accountable for diversity progress in their departments.	
10- Reach out aggressively to diverse populations, promoting state employment as a viable option. 14- Require employees to attend periodic diversity training. 16- Diversity should be included in departments' core values. 17- Hiring teams must reflect diversity. 18- Diversity must be included in performance evaluations. 4- The three strategies listed above will fold into a statewide activity, which will respond to identifying obstacles and solutions to recruiting and retaining persons with disabilities in state employment. (Also see 1, 2, and 3)	Diversity Plans Sub Committee
4- COMMUNICATIONS Educate the public on the mission, role, and activities of the Council.	
11- Reach out aggressively to diverse populations, promoting state employment as a viable option. 12- Make sure the State is visible at fairs, festivals, and large gatherings, such as the Asian Festival in the spring. 21- A diverse workforce should be reflected in all branches of government. All hiring managers and directors should be held accountable and be evaluated according to this standard. (Interview committees should reflect diversity of gender, race, etc.) 1- Market the State of Iowa as an inclusive workplace for persons with disabilities. 2- Use the "Disability Mentoring" day in October as the launch for an awareness campaign led by DHR and IVRS. 7- Create a Diversity Champion award to be awarded to a state employee, agency, department, or director by the Governor.	Public Forum Sub Committee
5- ORGANIZATION OF THE COUNCIL Review Council membership; establish lines of communication between the Council and the Government with regard to recommendations; and create a mission statement on diversity for all of state government.	
5- Require Chief of Staff to be a member of the Diversity Council. 25- Adapt a Diversity Mission Statement for state government.	Referral Systems Sub Committee